

## ADVISORY COMMITTEE ON DIVERSITY

- Great gaps and disparities exist in the provision of services to and in meeting the needs of California's ethnically, linguistically, and culturally diverse population, and children with special needs.
- This Commission adopted in November 1999 a resolution, representing its *commitment* to a diverse California. That resolution:
  - recognizes the richness of diversity of our population;
  - commits to providing leadership and taking proactive steps to ensure that California children and families from diverse populations, including children with special needs, are an integral part of the planning and implementation of Proposition 10;
  - commits to a decision-making process that takes into account the impact it has on all populations of children; and
  - proposes to address the diversity issue through the Commission's actions and guidance it provides to County Commissions.
- The resolution and our commitment is now being taken one step further by the Commission's establishment of a formal Advisory Committee on Diversity.
- The Advisory Committee would allow the Commission to ensure the role articulated in its Resolution is met. *The role of the Advisory Committee* would be to:
  - Serve as advisors to the State Commission on policy issues in general as they relate to diversity and equity, by reviewing, recommending, and, when requested, prioritizing (for resource allocation purposes) strategies and programs to bridge the gaps that currently exist.
  - Serve on review panels for funding proposals to ensure services are reaching diverse populations.
  - Review media and outreach policies and plans to ensure the Commission is targeting and reaching the many diverse populations across the State.
  - Solicit input from organizations and community groups.
  - Review and make recommendations on the State Commission's Strategic Plan as it relates to promoting equity.
  - Develop a plan to begin to achieve equity. The equity plan will consist of recommendations on:
    - The principles that should guide the Commission in its actions;
    - The roles that the Commission should play;
    - The strategic issues on which the Commission should concentrate its efforts; and
    - The agenda of projects that the Commission should initiate or continue.

- *Advisory Committee representation* would consist of as many members as necessary to ensure balance and statewide representation of experts on the needs of diverse populations in the following areas:
  - Child care and early childhood development
  - Children's health and mental health
  - Family support/Parent education
  - Literacy
  - Children with special needs (to be included in all of these areas)
  - Media and community outreach
  - In addition, two State Commissioners will serve on the Advisory Committee (one of whom will act as Chair)
  - One employee of the State Commission will serve as staff to the Advisory Committee
  
- *Selection of Advisory Committee members:*  
 The Commission envisions this Advisory Committee to be a true working committee that will add value and assistance to the Commission's business.
  - Advisory Committee members will have made a commitment to be available for meetings and for accomplishing the tasks that will result in the outcomes and products set forth for the Advisory Committee.
  - State Commissioners will nominate individuals for appointment to the Advisory Committee. To ensure statewide representation of the focused areas of expertise, racial and ethnic groups, and geographic areas (including urban and rural), additional nominees may be sought for appointment to the Advisory Committee.
  - Nominees will be provided with pertinent information about the Advisory Committee, and if interested in serving, will be asked to respond with their commitment and availability to serve.
  - Members will be appointed in August 2000.
  
- *Related Information:*
  - Compensation of Advisory Committee Members: Members shall not be compensated for their services, but shall be paid reasonable per diem and reimbursement of reasonable expenses for attending Advisory Committee meetings and discharging other official responsibilities as authorized by the State Commission.
  - Attendance/Vacancies: An Advisory Committee member who is frequently absent from regularly scheduled Committee meetings will be asked to withdraw his or her membership from the Committee, creating a vacancy on the Committee to fill using a variation of the "Selection" process described above.
  - Tenure of Advisory Committee: The Advisory Committee will function as long as the Commission deems its work useful in furthering the Commission's goals for equity and inclusion. The State Commission shall review the work of the Advisory Committee at least annually.